USG Summit Prototypes
July 15, 2015

Prototype	Title and Description	Design Statement
Prototype 3: **C**	**Job Shadowing** Discovering how other departments or individuals operate Fosters interdepartmental relationships which creates unity	We at USG are committed to employees developing their full potential, innovating and taking risks, communicating and collaborating, and having fun along the way.
Prototype 6: **C**	**Chat & Chew** An open lunch 2x/month to socialize and know what's going on around USG. Chance to socialize No agenda! Non-threatening Safe place to be open Informal across services and partner universities	We at USG are committed to employees developing their full potential, innovating and taking risks, communicating and collaborating, and having fun along the way.
Prototype 7: **C**	**F.A.C.E.S. @ USG** Virtual inventory of <u>all</u> talents, competencies, and skills of <u>all</u> employees This tool will catalog roles and responsibilities, projects and work teams, talents, skills, abilities and recognize contributions and efforts generated and endorsed by the USG community	The Universities at Shady Grove is a gateway to success for employees by valuing and actively recognizing the contributions of every individual. Just as I have a vision for USG, I know USG has a vision for ME.

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Prototype 2: **A**	**Innovation Incubator** Safe and fun place to take risks and pilot new ideas Staff driven (not executive) and provides opportunities/venue where innovation can be nurtured Empowering passion	We are an innovative, diverse, and growing community that inspires opportunity and excellence.
Prototype 5: **A**	**Empowerment/Decision-Making Matrix** Streamline decision-making process through a decision-making matrix Effective delegation Recognize employees' talents and look for new ways to provide opportunities to use them Recreate our culture Recognize and celebrate success at every level	We are a people centered environment where employees at every level make decisions, are trusted, rewarded to get the job done with proper resources, tools, and development opportunities.
Prototype 10: **A**	**Employee Participation in management planning and decision-making** The exchange of ideas between employees and management is a critical part of our design statement. To facilitate this exchange of ideas we propose greater participation in management planning and decision making. Overall to achieve greater transparency	USG is an environment that nurtures employee growth, promotes new ideas, and focuses on service and unity.
Prototype 12: **A**	**Compensation Analysis** Ensure USG salaries are fair, equitable, and competitive Attract and retain talented high quality employees Recognize and value our talent	

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Prototype 1: **M**	**IDEA – Innovate, Design, Experiment, Activate** Provide "idea" time on regular basis to create an innovative idea (alone or with others)	We at USG are committed to employees developing their full potential, innovating and taking risks, communicating and collaborating, and having fun along the way.
Prototype 4: **M**	**Project X Team** X-Team provides opportunities for USG staff to demonstrate their skills, participate on key projects, and foster collaborative learning and leadership development	We are a people-centered environment where employees at <u>every</u> level make decisions, are trusted and rewarded to get the job done with the proper resources, tools, and development opportunities.
Prototype 8: **M**	**Greater Growth** Developing the maximum potential of each individual through training, mentoring, shadowing, sharing. Deferring judgment and eliminate fear of failing, then offering opportunities to try new things	We at USG are committed to employees developing their full potential, innovating and taking risks, communicating and collaborating, and having fun along the way
Prototype 9: **M**	**United for Staff Growth** A comprehensive talent development program designed to provide opportunities for innovation, growth, and excellence Opportunities for cross training, leadership development, management	1.) USG is a growth-oriented environment that nurtures and <u>invests</u> in its employees and where we embrace diversity and <u>optimize</u> our talent to achieve our mission. 2.) We are an innovative, diverse, and growing community that inspires opportunity and excellence.
Prototype 11: **M**	**Pathway to Growth** Supporting professional growth of individual employees and ensuring consistency through analysis and mentorship Pathway to growth – clear professional guidance, consistency, more independence from UMD (define roles based on USG's structure)	The Universities at Shady Grove is a gateway to success for employees by valuing and actively recognizing the contributions of every individual. Just as I have a vision for USG; I know USG has a vision for me.